



# EEOC News

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Seattle District Office

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Human Rights Commission

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## AIRPORT SERVICES COMPANY TO PAY \$25,000, REINSTATE FIRED WORKER, IN DISABILITY BIAS SETTLEMENT

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### *EEOC Suit Cites Failure to Provide Reasonable Accommodation to Disabled Worker*

SEATTLE – The U.S. Equal Employment Opportunity Commission (EEOC) has settled its employment discrimination lawsuit against Huntleigh USA for \$25,000 on behalf of an employee with a disability who was terminated after requesting a reasonable accommodation under the Americans with Disabilities Act (ADA). As part of the settlement Huntleigh reinstated the charging party and will take other measures, including management training, to ensure equal opportunities in its workplace.

Huntleigh, a Washington-based airport services company with more than 1,000 employees, is a wholly owned subsidiary of ICTS International Inc. The company provides service sector employees, such as security guards and wheelchair assistants, in a variety of large institutional settings.

The EEOC's lawsuit, Civil Action No. CV04-2045 MJP in U.S. District Court for the Western District of Washington in Seattle, claimed that managers insisted that the charging party, an employee with a disability, increase his work schedule despite his specific accommodation need to work a part-time shift. The disabled employee had worked for the company for several years part time. When he was unable to communicate with management about his accommodation needs, his rehabilitation counselor made several calls to the company which went unanswered. Management indicated that the employee's refusal to work an eight hour shift "led us to our decision to lay him off." Huntleigh denied the EEOC's allegations.

As part of the overall settlement, Huntleigh USA agreed to reinstate the discharged employee and pay him \$25,000. Huntleigh also reaffirmed its commitment to the laws prohibiting employment discrimination and retaliation, agreed to train managers and supervisors on compliance with the ADA, and pledged to voluntarily provide information to the EEOC concerning its handling of disability discrimination complaints for a period of three years.

## **EEOC SETTLES DISABILITY DISCRIMINATION SUIT AGAINST AIRPORT SERVICES COMPANY - Page 2**

"It is unfortunate to see a company of this size have managers who were not properly trained in how to deal with the needs of a disabled employee," said EEOC Seattle District Director Jeanette Leino.

Regional Attorney A. Luis Lucero added, "We are pleased that the parties here were able to resolve this matter and that Huntleigh USA has voluntarily agreed to a wide range of measures to prevent future problems."

The EEOC's Seattle District Office has enforcement jurisdiction for Washington, Oregon, Alaska, and Idaho. In addition to enforcing Title I of the Americans with Disabilities Act, which prohibits employment discrimination against people with disabilities in the private sector and state and local governments, the EEOC enforces the Title VII, which prohibits employment discrimination based on race, color, religion, sex or national origin, Age Discrimination in Employment Act; the Equal Pay Act; prohibitions against discrimination affecting individuals with disabilities in the federal government; and sections of the Civil Rights Act of 1991. Further information about the Commission is available on the agency's web site at [www.eeoc.gov](http://www.eeoc.gov).

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